

**AGREEMENT BETWEEN THE COMMISSIONER OF THE REVENUE OF APPOMATTOX COUNTY  
AND THE  
BOARD OF SUPERVISORS OF APPOMATTOX COUNTY, VIRGINIA**

**THIS AGREEMENT**, effective January 1, 2020, and established pursuant to Virginia law and governed thereby, is between the Commissioner of Revenue of Appomattox County (Constitutional Officer) and the Board of Supervisors of Appomattox County, Virginia (the Board).

The Constitutional Officer and the Board hereby agree that the County of Appomattox Employee Handbook (Employee Handbook) is extended to cover all employees and deputies of the Constitutional Officer except for the Constitutional Officer herself, thereby establishing a uniform personnel system to the end that the Constitutional Officer's employees will have the same rights and benefits, and will be subject to the same procedures and regulations as other County employees, except as otherwise provided herein.

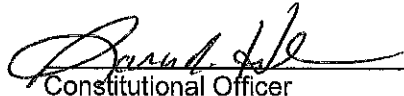
Employees and deputies of the Constitutional Officer will be subject to the County's personnel policies and regulations as stated in the Employee Handbook, excepting the County's grievance procedure and further excepting the advertising of position vacancies, which shall be consistent with Virginia Code Section 15.2-1604. Nothing in the Agreement shall be interpreted to infringe upon the authority of the Constitutional Officer to control the operations of her office, including, without limitation, the authority:

- (1) to direct the work of her employees and deputies;
  - (2) to hire, promote, transfer, or appoint employees and deputies;
  - (3) to discipline, suspend, demote, dismiss, or terminate the appointment of any employee or deputy.
- The Constitutional Officer's authority to terminate the appointment of a deputy pursuant to Virginia Code Section 15.2-1603, shall not be infringed by this agreement.

Fringe benefits and future pay increases shall be set by the Board notwithstanding salary levels set by the State Compensation Board, but in no event shall the salary be less than that established by the State Compensation Board. Any COLA, merit, or other general pay increase granted to county employees by the Board shall also be extended to the employees of the Constitutional Officer. Any pay increase granted to the employees of the Constitutional Officer by the State Compensation Board may be offset against pay increase granted by the Board so that the result is that the employees of the Constitutional Officer and the employees of the county receive the same net pay increase.

This agreement shall remain in effect until December 31, 2023, unless earlier cancelled by either party by the giving of sixty (60) days written notice to the other party. In the event this Agreement is cancelled, no salary of an employee or deputy shall be diminished below the greater of the level of their January 1, 2020 salary or the level set by the State Compensation Board as of the date of the cancellation of this agreement. Upon cancellation of the agreement, the Board shall not be obligated to increase the salary of any employee or deputy so affected above the level set by the State Compensation Board regardless of increases provided by the Virginia General Assembly.

The Constitutional Officer shall maintain the official records of all employment actions for employees and deputies of the Constitutional Officer. The Constitutional Officer shall submit to HR those time/payroll records established by HR as necessary for the fulfillment of its duties. The Constitutional Officer shall at all times grant HR access to the official employment records maintained by said Officer upon request by HR.

  
Constitutional Officer

1/10/2020

Date

\_\_\_\_\_  
Chairman, Appomattox County Board of Supervisors      Date

**AGREEMENT BETWEEN THE SHERIFF OF APPOMATTOX COUNTY  
AND THE  
BOARD OF SUPERVISORS OF APPOMATTOX COUNTY, VIRGINIA**

**THIS AGREEMENT**, effective January 1, 2020, and established pursuant to Virginia law and governed thereby, is between the Sheriff (Constitutional Officer) and the Board of Supervisors of Appomattox County, Virginia (the Board).

The Constitutional Officer and the Board hereby agree that the County of Appomattox Employee Handbook (Employee Handbook) is extended to cover all employees and deputies of the Constitutional Officer except for the Constitutional Officer himself, thereby establishing a uniform personnel system to the end that the Constitutional Officer's employees will have the same rights and benefits, and will be subject to the same procedures and regulations as other County employees, except as otherwise provided herein. The parties hereby agree that any existing Standard Operating Procedures (SOP) adopted by the Constitutional Officer shall supersede any portions of the Appomattox Employee Handbook that are in direct conflict with any such SOP.

Employees and deputies of the Constitutional Officer will be subject to the County's personnel policies and regulations as stated in the Employee Handbook, excepting the County's grievance procedure and further excepting the advertising of position vacancies, which shall be consistent with Virginia Code Section 15.2-1604. Nothing in the Agreement shall be interpreted to infringe upon the authority of the Constitutional Officer to control the operations of her/his office, including, without limitation, the authority:

- to direct the work of his employees and deputies;
- to hire, promote, transfer, or appoint employees and deputies;
- to discipline, suspend, demote, dismiss, or terminate the appointment of any employee or deputy. The Constitutional Officer's authority to terminate the appointment of a deputy pursuant to Virginia Code Section 15.2-1603, shall not be infringed by this agreement.

Fringe benefits and future pay increases shall be set by the Board notwithstanding salary levels set by the State Compensation Board, but in no event shall the salary be less than that established by the State Compensation Board. Any COLA, merit, or other general pay increase granted to county employees by the Board shall also be extended to the employees of the Constitutional Officer. Any pay increase granted to the employees of the Constitutional Officer by the State Compensation Board may be offset against pay increase granted by the Board so that the result is that the employees of the Constitutional Officer and the employees of the county receive the same net pay increase. If the General Assembly approves any pay increase/adjustment specifically targeted to law enforcement personnel, said increase shall be passed on to the employees of the Constitutional Officer without offset. Any sick or vacation time currently accrued by the employees of the Constitutional Officer shall be carried forward into this agreement.

This agreement shall remain in effect until December 31, 2023, unless earlier cancelled by either party by the giving of sixty (60) days written notice to the other party. In the event this Agreement is cancelled, no salary of an employee or deputy shall be diminished below the greater of the level of their January 1, 2020 salary or the level set by the State Compensation Board as of the date of the cancellation of this agreement. Upon cancellation of the agreement, the Board shall not be obligated to increase the salary of any employee or deputy so affected above the level set by the State Compensation Board regardless of increases provided by the Virginia General Assembly.

The Constitutional Officer shall maintain the official records of all employment actions for employees and deputies of the Constitutional Officer. The Constitutional Officer shall submit to HR those time/payroll records established by HR as necessary for the fulfillment of its duties. The

Constitutional Officer shall at all times grant HR access to the official employment records maintained by said Officer upon request by HR.

1/13/20 Sheriff [Signature]  
Date Constitutional Officer

Supervisors Date Chairman, Appomattox County Board of

**AGREEMENT BETWEEN THE TREASURER OF APPOMATTOX COUNTY  
AND THE  
BOARD OF SUPERVISORS OF APPOMATTOX COUNTY, VIRGINIA**

**THIS AGREEMENT**, effective January 1, 2020, and established pursuant to Virginia law and governed thereby, is between the Treasurer of Appomattox County (Constitutional Officer) and the Board of Supervisors of Appomattox County, Virginia (the Board).

The Constitutional Officer and the Board hereby agree that the County of Appomattox Employee Handbook (Employee Handbook) is extended to cover all employees and deputies of the Constitutional Officer except for the Constitutional Officer herself, thereby establishing a uniform personnel system to the end that the Constitutional Officer's employees will have the same rights and benefits, and will be subject to the same procedures and regulations as other County employees, except as otherwise provided herein.

Employees and deputies of the Constitutional Officer will be subject to the County's personnel policies and regulations as stated in the Employee Handbook, excepting the County's grievance procedure and further excepting the advertising of position vacancies, which shall be consistent with Virginia Code Section 15.2-1604. Nothing in the Agreement shall be interpreted to infringe upon the authority of the Constitutional Officer to control the operations of her office, including, without limitation, the authority:

- (1) to direct the work of her employees and deputies;
  - (2) to hire, promote, transfer, or appoint employees and deputies;
  - (3) to discipline, suspend, demote, dismiss, or terminate the appointment of any employee or deputy.
- The Constitutional Officer's authority to terminate the appointment of a deputy pursuant to Virginia Code Section 15.2-1603, shall not be infringed by this agreement.

Fringe benefits and future pay increases shall be set by the Board notwithstanding salary levels set by the State Compensation Board, but in no event shall the salary be less than that established by the State Compensation Board. Any COLA, merit, or other general pay increase granted to county employees by the Board shall also be extended to the employees of the Constitutional Officer. Any pay increase granted to the employees of the Constitutional Officer by the State Compensation Board may be offset against pay increase granted by the Board so that the result is that the employees of the Constitutional Officer and the employees of the county receive the same net pay increase.

This agreement shall remain in effect until December 31, 2023, unless earlier cancelled by either party by the giving of sixty (60) days written notice to the other party. In the event this Agreement is cancelled, no salary of an employee or deputy shall be diminished below the greater of the level of their January 1, 2020 salary or the level set by the State Compensation Board as of the date of the cancellation of this agreement. Upon cancellation of the agreement, the Board shall not be obligated to increase the salary of any employee or deputy so affected above the level set by the State Compensation Board regardless of increases provided by the Virginia General Assembly.

The Constitutional Officer shall maintain the official records of all employment actions for employees and deputies of the Constitutional Officer. The Constitutional Officer shall submit to HR those time/payroll records established by HR as necessary for the fulfillment of its duties. The Constitutional Officer shall at all times grant HR access to the official employment records maintained by said Officer upon request by HR.

  
Constitutional Officer

1/14/20  
Date

\_\_\_\_\_  
Chairman, Appomattox County Board of Supervisors      Date